Enlisted Retention Task Force Conference XI

Manpower and Reserve Affairs Department
Headquarters, U.S. Marine Corps
Quantico, VA

ERTF Conference XI Agenda

- FY02 FTAP/STAP Update.
- School Seat Incentive.
- CG Authority.
- Guidelines for FY03 FTAP.
- Retention Manual Rewrite.
- TFRS Replacement.
- Pending Issues

FY02 FTAP/STAP Update

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FTAP Comparison

	FY01	FY02
• FTAP Goal:	6118	5907
• Authorized:	436 (7.1%)	161 (2.7%)
• **Executed:**	**3405 (55.6%)**	**4009 (67.8%)**
• Total:	3641 (62.7%)	4170 (70.5%)

Note: *Update as of 19 Dec 01*

FY02 FTAP Lateral Moves

FY02

- Authorized: 31
- **Executed: 47**
- Total: 78

Note: *Update as of 19 Dec 01*

STAP Status

FY02

- Target Goal 5784
- **Executed 1858 (32.1%)**

ote: *Update as of 17 Dec 01*

School Seat Incentive

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FY01 Allocations

	Available	Used
• Airborne Course	125	85
• SERE Course	25	5
• Mountain Survival Crs	15	1
• Winter Mtn Ldr Crs	8	0
• Summer Mtn Ldr Crs	16	1
• Cold Weather Survival Crs	16	5
• High Risk Personnel Crs	24	7
• SAWIC	12	5

FY02 Allocations

- Allocations per MARADMIN 533/01.

	Available
• Airborne Course	75
• SERE Course	25
• Mountain Survival Crs	15
• Winter Mtn Ldr Crs	8
• Summer Mtn Ldr Crs	16
• Cold Weather Survival Crs	16

Current Procedures

- Career Retention Specialists submit requests (for Airborne and SERE courses) to HQMC via the MSC POC.
- Requests are submitted without BNA.
- Marines are notified via MARADMIN.
- Loss of school seats due to PCS moves.

Proposals for FY03

- Allow MSCs to assign school seats by name and obtain appropriation data from T&E Command.
- Eliminate Cold Weather Survival, Winter Mountain Leader, Summer Mountain Leader, and Mountain Survival Courses.

CG Authority

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Proposed changes to Guidelines in MARADMIN 470/01

- First Term and Career Marines.
- Meets all reenlistment prerequisites.
- No NJPs/Courts Martial– delete this line.
- Requires no waiver.
- Requires no lateral move or extension.
- Open MOSs only (applies only to first termers).

Measures to facilitate CG Authority

- CGs may not exceed 100% of FTAP boatspaces for each MOS.
- Reenlistments may be for 36 or 48 months only.
- Duty station assignments will be coordinated with the Career Retention Specialist and Monitor.
- Local units will notify CMC (MMEA-6) via TFRS within 48 hours (vice 24 hours).
- Deputy CGs or Chiefs of Staff may authorize reenlistments when in an “acting” capacity.

Additional Guidelines

- Reenlistments will be in accordance with current orders and directives to include ECFCs, SRB application, etc…
- Reenlistment checklists must be submitted with each RELM.

Execution Guidelines for FY03 Retention Programs

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FY03 FTAP Execution Guidance

- Accept FY03 RELMs on 01 July 2002, begin executing on 01 October 2002.
- Lateral move requests not accepted until 02 December 2002, begin executing on 01 January 2003.
- Requests for lateral moves out of open MOSs require CG endorsement for consideration, except for critical MOSs.
- No early reenlistments.
- No cross-FY extensions.

FY03 FTAP Execution Guidance (cont.)

- Monthly QRP board conducted from start of FTAP.
- Change to First Come/First Served Policy?
- Revised PSEP Order.

FY03 STAP Execution Guidance

- Same blueprint as FY02.
- 90 Day Authority for STAP Reenlistments.
- STAP Tracking Report on TFRS beginning FY03.

Retention Manual Rewrite

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Significant Changes

- Commanders must conduct reenlistment interviews for Careerists 12 months from EAS.
- MMEA-6 executes the Subsequent Term Alignment Plan.
- PSEP requests must be submitted by an active duty recruiter, to include continuous reenlistments.
- FTAP briefs do not qualify as FTAP “interviews.”
- FMCR eligible Marines must submit for reenlistment or request transfer to the FMCR 4-14 months prior to EAS.

TFRS Replacement

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Systems

- RETAIN– used by U.S. Army.
- JASS– used by U.S. Navy.
- Next-Generation TFRS– MARFORSYSCOM.
- Plan:
  - Make decision on system by Spring ’02.
  - Develop throughout FY03.
  - Implement in FY04.

Pending Issues

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Composite Score Bonus Points Reenlistment Incentive

- Based on ERTF input, MP drafted a position paper.
- After review, LtGen Parks further directed analysis of the 2nd and 3rd order effects regarding the composite score system.

Uniform Reenlistment Incentive

- Based on ERTF input, MMEA-6 drafted a position paper.
- LtGen Parks' decision: temporarily table the Uniform Reenlistment Incentive as no current pressing requirement exists.

Scanners

- Commands are strongly encouraged to buy scanners for their Career Planners to use for sending required documents accompanying RELMs to HQMC.

MMEA Command Visit Update

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MMEA Command Visit Schedule

- MARFORLANT 3-4 Oct
- West Coast 15-26 Oct
- Camp Lejeune (RAV) 14-15 Nov
- WESTPAC/Hawaii 25 Nov-14 Dec
- East Coast 7-17 Jan
- Kansas City/Ft Leonard Wood 4-7 Feb
- MARFORRES/Pensacola 20-23 Feb

Enlisted Retention Task Force Conclusion

Col Wagner

Task Force Chairman